

ABSTRACT

Critical Event Simulation Method for Assessing Security Leader Candidates:  
Hazard Control Competency

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Choosing a leader candidate for a security officer requires a proper method. Assessment using behavioral based is a suitable approach for selecting the right candidate. To find out the competence possessed, using a critical event simulation.. This study aims to measure the competencies prospective security officers to face dangerous and hazard situations.

Critical event simulation measuring individual ability to deal with the issues to protect hazard and a potential danger. In the simulation method presented potential hazard situation. This study aimed to measure hazard control competencies. Hazard control competence is measured by looking at six dimensions. The six competencies referred to are: problem-solving skills, customer service orientation, discipline, willingness to follow the procedure, and teamwork. These six competencies signify the ability to deal with hazardous situations in an acceptable way.

The critical event simulation a method purpose to see hazard control competency will emerge and have variability when carried out on 50 candidates involved in this study. participants divided into five groups. Each group will get 5 cases of Critical event simulation. The ability to face and overcoming danger and hazards measure by looking hazard control competency. The responses of each candidate observed by two observers.

The study included 50 security officer to see the effectiveness of the methods Simulation of the Critical event to unveil competence. Results showed Critical Event Simulation is an effective method for measuring hazard control competency. The measurement results obtained show consistency with the assessment supervisor. Five competency assessment using critical event simulation has significant correlation with the competency. Through this study obtained results that show a critical situation simulation assessment method to effectively measure hazard control competency.

Key words: Critical event simulation, Hazard Control Competencies.



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